

# The New USACE Learning Network is coming your way!

by Karen S. Northup

**LEARNING NETWORK**

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**My Learning**

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Play	Offering	Start Date	Enrolled	Status
	Budget Training	6/12/06	3/24/06	Due: 4/8/06
	08-0100 Prevention of Sexual Harassment (POSH)	3/23/06	3/24/06	Due: 12/17/06
	CorpsPath	3/21/06	3/21/06	3 of 25 Completed

**My Learning Paths**

Full List

Learning Path Name	Source	Subscribed	Target Completion Date
Management Skills Learning Path	Personal	3/23/06	3/22/08

**Announcements**

- Budget Training Available
- Welcome to the Learning Network

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For the last year and a half, a USACE team has been working on making a web-based system available Corps-wide for learning and training. It is called the USACE Learning Network (LN) and it complements the Automated Training Management System (ATMP) that many of you are already using. The new USACE LN is an enhancement of the previous Learning Network that some of you may be familiar with (<http://usace.ln.org>).

**What is the LN?** It is a learning management system (LMS) that has the capability to transform training and learning throughout USACE. The goal of the LN is to enhance organizational performance (1) by providing Corps' team members easy, one-stop access to learning resources from their desktops and (2) by enhancing our ability to manage the execution of our training plans linked to the Mission Essential Task List (METL). The LN is supported by Oracle iLearning software, a COTS application.

**What do we mean by learning resources?** Learning resources managed by the LN include everything from formal classroom training and online courses to access to Communities of Practice, regulations and policies, educational partners, technical, business and leadership information, career information, job aids, manuals and other resources needed for us to perform our jobs. The LN will also link to e-Gov websites, AKO, and Army e-learning, connecting us to courses and resources of broad applicability to federal workers.

**What are some of the capabilities of the LN?** On the LN, online training classes will be readily available to employees to take at their own pace. Courses will be easily updated and delivered cost effectively, keeping course tuitions low. In addition to online training courses, such as the PMBP curriculum, P2 and HAZWOPER, the LN will enable online registration for PROSPECT classroom courses, and offer the opportunity for synchronizing training with individual development plans. The LN is configured for the addition of local and regional training, as well as corporate training programs, and gives managers the capability to monitor training progress, use and trends through a Manager's tab.

**Why the LN?** The LN project furthers and supports a key enabler – the Learning Organization - of the Chief's Strategic Direction. The LN benefits all employees in all Corps mission areas. The idea of a learning network was borne from the work of the USACE Learning Advisory Board a few years ago to further a vision of one stop, cost effective access to learning resources, putting training more in the hands of the individual and managers.

The LN helps us to address the question: How can we get more for our training dollar and meet the "just in time" needs of the field while (1) maintaining consistency and progress toward the corporate goal of sustaining technical capability; (2) best leveraging our resources to apply our expertise anytime, anywhere to meet our customers' challenges; and (3) facilitating service through use of Communities of Practice and the Regional Business Centers? That's a tall order – written to illustrate the vast capability of the LN system. How we ultimately use it to help us develop our people is up to us.

**Who's involved in the LN?** A driving motivator for the LN has been the need for the PMBP/P2 program to find a way to provide cost-effective training to the field. A partnership between HQs Corporate Information, Human Resources Development and the PMBP program has made this possible. With the LN, the existing Virtual Campus and the existing Learning Network (<http://usacLN.org>) will be closed and migrated to the LN. The iLearning application and the hardware are housed at ERDC-ITL in Vicksburg. We envision use administration to be managed by the USACE Learning Center in Huntsville, in coordination with USACE regions and with oversight by a team at the corporate level.

**What's ahead?** There is much work to do – including training of users; working out the details of how we will manage, administer and maintain the LN; engaging the field in using the capabilities of the LN; determining tuition structure and use guidance; and establishing how we will measure success and system deployment. We plan to deploy in phases ramping up use of the LN over time as we learn and develop competency in its use in meeting learning and training goals. You will hear more about what this all means to you in the coming months as we implement our communication and implementation strategy.

**When?** Our goal is to make the LN available to you in Calendar year 2007.

We are looking for help! If you want to be involved in the LN, talk to your supervisor and email [karen.s.northup@usace.army.mil](mailto:karen.s.northup@usace.army.mil).